### DENTISTRY EXAMINING BOARD JANUARY 19,2005 MEETING MINUTES

PRESENT: Lori Barbeau, DDS; Bruce Barrette, DDS; David Carroll, RDH; Keith Clemence,

DDS; Nanette Kosydar Dreves, RDH; Judith Ficks; Wilber Gill, DDS; Karen

Jahimiak, DDS; Catherine Schleis, RDH; Richard Strand, DDS.

STAFF: Toni Ryan, Bureau Director; Dennis Schuh, Board Legal Counsel; Jacquelyn

Rothstein, DRL Legal Counsel, Kevin Murphy, Bureau Assistant.

GUESTS: Shirley Gutkowski, WDHA; Peter Theo, WDHA; Constance Schuster, WDHA;

Nancy McKenney, DHFS; Robert Dwyer, DDS, DRFS; Andrew Snyder, DRFS; Karen Ordinans, Children's Health Alliance of WI; Moreen Hube, WDA; Sabrina

Fox, WDA; Kathleen Endres, Dental Hygiene Association of WI.

### CALL TO ORDER

### PLEDGE OF ALLEGIANCE

The Hoard, DRL staff, and guests recited the pledge of allegiance

### APPROVAL OF AGENDA

### Additions:

Under "Administrative Report," Dr. Barrette added "Credentialing Report." After Item AA, Dr. Barrette added "Dr. Siefert report of Dr. Lee Krahenbuhl."

### Deletions:

Item K – Dr. Barrette deleted: "Presentation and deliberation of proposed stipulation in the matter of Peter Hehli, DDS."

Item C Dr. Barrette deleted "CPR requirements oflicensure"

Item I – Dr. Barrette deleted "Review of Applications Foreign Trained Dentists"

### Amendments:

Under item F, Dr. Barrette flipped "Discussion of Hearing Comments" and "Review of Clearinghouse Comments."

**MOTION:** Dr. Gill moved, seconded by Mr. Carroll, to approve the agenda as

amended. Motion carried unanimously.

### APPROVAL OF MINUTES OF NOVEMBER 3, 2004 AND NOVEMBER 16, 2004

### **Amendments to November 3<sup>rd</sup> draft:**

- Part four of the motion under "Report, Discussion, and Possible Board Action Regarding Foreign Trained Dentist Evaluation Programs" should read: "to include this entire report, including all attachments, as part of the Board's minutes."
- Under "Central Regional Dental Testing Service (CRDTS) Report," delete "and that input from NERB and SERTA is critical as efforts continue."
- Under "Review of Applications Foreign Trained Dentists," delete "until the January, 2005 meeting" from the motion.

**MOTION:** Dr. Gill moved, seconded by Dr. Barbeau, to approve the minutes of

November 3,2004 and November 16,2004 as amended. Motion carried

unanimously.

### ELECTION OF OFFICERS

Dr Barrette called three trmes for nominations for the office of Chair

MOTION: Dr. Gill moved, seconded by Ms. Dreves, to nominate Dr. Bruce Barrette

as Chair of the Board. After no other nominations were offered, motion

carried unanimously.

Dr. Barrette called three times for nominations for the office of Vice Chair.

**MOTION:** Ms. Ficks moved, seconded by Dr. Jahimiak, to nominate Dr. Richard

Strand as Vice Chair. After no other nominations were offered, motion

carried unanimously,

Dr. Barrette called three times for nominations for the office of Secretary.

MOTION: Dr. Gill moved, seconded by Ms. Schleis, to nominate Ms. Nanette

Kosydar Dreves as Secretary. After no other nominations were offered,

motion carried unanimously.

### Appointments to liaison, committee, and panel posts

Dr. Barrette noted that for now no changes wilt be made, but that these posts may be reviewed at one of the upcoming meetings.

### ADMINISTRATIVE REPORT

### Review of travel, hotel, and quorum check policy

The Bureau Director reviewed Department policy on speaking engagements, in-state and out-of-state travel: quorum checks, and hotel reservations. Dr. Strand asked for reconsideration of current Department policy on travel in order to facilitate increased Board participation in the formation of the National Uniform Clinical Exam. The Bureau Director then informed the Board that the Bureau Assistant would soon be leaving DRL.

**MOTION:** Ms. Ficks moved, seconded by Ms. Dreves, to commend Kevin Murphy

for his service with the Board. Motion carried unanimously.

### 2005 Meeting and Screening Dates

**MOTION:** Dr. Gill moved, seconded by Ms. Schleis, to approve the 2005 meeting

and screening dates. Motion carried unanimously.

### Summary Reports on Pending Court Cases, Disciplinary Cases, and Administrative Rules

Dr. Barrette asked for an update on the pending circuit court case in the matter of Lee Krahenbuhl, DDS. The Bureau Director promised to follow up on this case.

### Lloyd Smith, DDS - withdrawal of appointment

The Bureau Director noted Dr. Smith's withdrawal of his appointment to serve on the Dentistry Examining Board.

### Credentialing Report

DF. Strand reported that in 2005 the committee credentialed 21 dentists and 14 hygienists. The committee will recommend the denial of one application in closed session.

### Budget Update - Sandy Rowe, Deputy Secretary

Deputy Secretary Rowe stated that the Department is waiting on the Governor's final budget proposal and noted that all agencies were required to submit a 10 percent reduction plan. The Department plan would eliminate 12.65 full time positions and cut \$1.1 million. Dr. Barrette expressed concern that the DRL budget plan included giving the Department the final say on Board decisions. Ms. Rowe noted that the language in the plan is not in any way intended to preempt Board actions. Dr. Strand expressed concern that the cuts could result in a slowing of the complaint resolution process, but Ms. Rowe assured Dr. Strand that cuts will not substantially affect the investigation and prosecution process.

### WDA MEETING – FEBRUARY 12,2005 – KOHLER, WI – BOARD TRAVEL REQUEST – DR. BARRETTE

**MOTION:** Ms. Ficks moved, seconded by Mr. Carroll, to approve Dr. Barrette to

represent the Board and present at the WDA meeting in February. Motion

carried unanimously.

### LACROSSE BAR MEETING – JANUARY 24, 2005 – BOARD TRAVEL REQUEST – DR. STRAND

Dr. Strand stared that he has been invited to discuss at the Lacrosse BAR meeting ?he handling of dental complaints and the licensure process.

**MOTION:** Ms. Schleis moved, seconded by Mr. Carroll, to approve Dr. Strand's

attendance of the January 24, 2005 Lacrosse Bar meeting. Motion carried

unanimously.

### PRESENTATION OF PROPOSED STIPULATION, FINAL DECISION AND ORDER IN THE MATTER OF DISCIPLINARY PROCEEDINGS AGAINST THOMAS K. CAIN, DDS, BY ATTORNEY PAM STACH – CASE ADVISOR – NAN DREVES

DOE Attorney Pam Stach presented the proposed stipulation, final decision and order. The matter will be deliberated on in closed session.

### PRESENTATION OF PROPOSED STIPULATION, FINAL DECISION AND ORDERS IN THE MATTERS OF DISCIPLINARY PROCEEDINGS AGAINST:

- JAMES T. WARD, DDS
- THOMAS KISSNER, DDS
- FREDERICK BALLERINI, DDS
- ALAN LEVER, DDS
- ALLEN RICHARD WELSH, DDS

### BY ATTORNEY ARTHUR THEXTON - CASE ADVISOR - JUDITH FICKS

DOE Attorney Arthur Thexton presented the proposed stipulations, final decisions, and orders. Mr. Thexton noted that an attorney defending roughly half of the respondents was present and invited him to appear before the Board. Dr. Barrette, the Board Chair, stated that the attorney cannot appear before ?he Board, as no official notice of appearance is listed on the agenda. After his presentation, Mr. Thexton took questions from ?he Board. These matters will be deliberated individually in closed session.

### REPORT ON FOREIGN TRAINED DENTIST EVALUATION SERVICES – DR. BRUCE BARRETTE

After Dr. Barrette delivered a report on foreign trained dentist evaluation services: and after a discussion on some procedural matters regarding exams, Dr. Barbeau stated that she opposed an open door policy for foreign trained dentists. However, she requested that the Board research

what other states are doing with regard to foreign trained dentists taking exams, and perhaps even consider reviewing foreign trained applicants on an individual basis, rather than automatically requiring all foreign trained dentists graduate from an ADA accredited dental school. Ms. Dreves warned the Board about possible problems with reading the applications of foreign trained dentists, and stated that a case by case application review system would result in a subjective credentialing process.

### **MOTION:** Dr. Gill moved, seconded by Dr. Strand:

- 1) to adopt the findings of the committee in that there is presently no existing evaluation program for foreign trained dentists that adequately measures whether their training: specifically the clinical phase of their dental education, is equivalent to ADA approved programs;
- 2) to issue a letter to any person that applies for licensure under Ss. 447.04 (1)(b) and DE 4.02 indicating that the hoard is unable to act on his/her application at the present time due to the unavailability of a hoard approved evaluation program;
- 3) and such letter he approved by the committee composed of Drs. Barrette, Gill, and Clemence. Letter shall be sent for pending applications for foreign trained dentists within the next ten business days. If the department has not issued such letters within the next ten business days, the secretary of the board is authorized to issue such letters. Future applications involving foreign trained dentists shall also be sent this letter within ten business days of receiving their completed applications. If the department has not issued such letters within ten business days, the board secretary is authorized to issue the letter. If a suitable evaluation program is approved by the board pursuant to Ss. 447.04 (1)(b) and DE 4.02, applicants may reapply for consideration at that time;
- 4) to include this entire report including all attachments as part of the Board's minutes.

Motion carried unanimously

### REVIEW AND DISCUSSION OF DENTAL DIAGNOSIS AS IT RELATES TO AGENCY PROTOCOL

Ms. Dreves recused herself from the discussion and left the room. Dr. Barrette presented the 1991 and 2001 positions of the Board requiring a diagnosis by a dentist before placement of a sealant by a dental hygienist and the statutory authority that extends to the Board in this matter. Joseph Graskemper, DDS, JD, Professor of Practice Management at Stony Brook Dental School in New York. discussed the standard of care and how it applied to the need for a diagnosis by a dentist before the placement of a sealant. Dr. Barrette yielded the gavel to the Vice Chair. A lengthy discussion with conflicting views was expressed by various members of the Board, both in support and opposition to the issue.

MOTION:

Dr. Barrette moved, seconded by Dr. Gill, to state that since the appropriate placement of sealants requires a dental diagnosis as to the presence or absence of caries, the preservation of a minimum standard of acceptable care for all patients requires that such diagnosis be obtained prior to such applications, including each of the practice settings enumerated in Section 447.06 (2) of the Wisconsin Statutes. Roll call vote: Barbeau—no; Barrette—yes; Carroll—no; Clemence—yes; Dreves—recused; Ficks—abstained; Gill—yes; Jahimiak—abstained: Sclileis—no; Strand—yes. Motion failed for lack of a majority of the quorum, 4-3.

### WIS. ADMIN. CODE § DEN 11 RELATING TO ANESTHESIA ADMINISTRATION ("ORAL CONSCIOUS SEDATION")

### Discussion of Hearing Comments

Dr. Barrette briefly discussed the history of this rule, noting that roughly two years ago the Board decided its anesthesia rule needed a complete review. The Board recognized the promise of conscious sedation to ease patient anxiety and expand access to dental care, but also understood the necessity to ensure that anesthetics were administered in the safest and most reliable manner possible.

Dr. Barrette allowed each member of the Board to voice their general reaction to the hearing comments before initiating a point-by-point review of the rule. Common Board concerns included the defining of the different levels of sedation and the required hours of training,

### Titration

After each member of the Board offered their comments on titration, Dr. Barrette stated that the majority of the Board opposed oral titration and that language details would be worked out in the future.

### Training Hour Requirements

The Board discussed the training hour requirements, and generally agreed that a drop in required hours was acceptable as long as the training hours are didactic and not marketing-related. If the Board decides to require different amounts of training for enteral and parenteral sedation, the Board will offer its rationale in an issue of the Regulatory Digest.

### CPR Requirements

Dr. Gill suggested requiring basic life support training for enteral sedation, and advanced life support training €or parenteral sedation. After Dr. Clemence suggested that the Board require training in airway management for enteral sedation, a discussion ensued about the quality and availability of airway management courses. The Board agreed that it would continue to work on the necessary language for this requirement.

### Equipment Requirements

The Board discussed requirements for the stethoscope and defibrillator. Dr. Barbeau suggested requiring a capnograph. The Board also discussed the necessary equipment requirements for the operating and recovery rooms. Dr. Gill suggested requiring different sets of equipment for enteral and parenteral sedation.

### **Permits**

Dr. Barrette concluded that a majority of the Board favored the permit requirement Dr. Gill was the only member to oppose the permit requirement.

### Recovery Requirements

The Board agreed that the post-op recovery monitoring needed to be discussed further.

### Levels of Sedation

The Board agreed that it will explore redefining levels 1, 2, and 3.

### Review of Clearinghouse Report

Jacquelynn Kothstein noted that the Board will have to review language regarding the delegation of duties to hygienists.

### WIS. ADMIN. CODE § DEN 1.02 (4) (m) RELATING TO DEFINITION OF A DENTAL SCHOOL

### Review of Clearinghouse Report

Board Counsel Dennis Schuh informed the Board that the definition of a dental school could more easily be addressed at Wis. Admin. Code § DE 2.015. The Board will review this rule for approval in March.

### BOARD WEBSITE POSITION PAPERS

Ms. Dreves distributed drafts of white papers for the Board's website. She noted that the articles, written about teeth whitening and conscious sedation advertising, are identical to articles published in past regulatory digests.

MOTION: Ms. Ficks moved, seconded by Mr. Carroll, to approve Ms. Dreves' articles on teeth whitening and conscious sedation advertising as white papers for the web. Ms. Schleis abstained. Motion carried.

### DENTISTRY REGULATORY DIGEST

Ms. Dreves noted that the Dentistry Regulatory Digest was last published in January of 2003. The Bureau Director reminded the Board that because of budgetary constraints, the Digest cannot be mailed to all licensees. He added that the best option would be to publish the Digest on the website.

**MOTION:** Dr. Strand moved, seconded by Ms. Dreves, in favor of the Secretary of

the Board addressing a letter to Ms. Rowe stating its displeasure with the Department not publishing and mailing the Digest, Motion carried.

### DEPARTMENT POLICY ON THREE MONTH MONITORING STAYS

MOTION: Dr. Strand moved, seconded by Dr. Barbeau, to delegate to the Board

Monitor the authority to grant three month stays of suspension. Motion

carried unanimously.

The Monitor will deliver regular reports to the Board on the &rantedslays, and all requests for modifications of an order will come before the full Board.

### CRDTS REPORT - DR. RICHARD STRAND

Dr. Strand reported that 2005 exam assignments were sent out in December. Also, he reported that the National Uniform Clinical Exam (NUCE) is moving rapidly.

### AADE REPORT – DR. BRUCE BARRETTE

Dr. Barrette reported on some news from a recent conference in New Orleans. He noted that the ADLEC committee has been dissolved and replaced with the American Board of Dental Examiners. Dr. Barrette noted that Vince Jones has been selected as the Wisconsin representative and that Cindy Riffle will serve on the board of directors. She will have a voice, but no vote. Dr. Barrette will send the Board a full report once it becomes available. Dr. Barrette also noted that the first component of the NUCE will be tested on February 12-14. Dr. Barrette encouraged members to attend the March AADE meeting, noting that the NUCE will be presented in detail.

### INFORMATIONAL ITEMS

Noted,

### CLOSED SESSION

MOTION: Ms. Ficks moved, seconded by Dr. Jahimiak, to convene to closed session to deliberate on cases following hearing (Wis. Stat. § 19.85 (1) (a)), to

consider closing disciplinary investigation with administrative warning (Wis. Stat. § 19.85 (1) (b) and Wis. Stat. § 440.205), to consider individual histories

or disciplinary data (Wis. Stat. § 19.85(1) (f)); and to confer with legal

Dentistry Examining Board January 19,2005 counsel (Wis. Stat. § 19.85 (I) (g)). Motion carried unanimously in a roll call vote.

### RECONVENE INTO OPEN SESSION TO VOTE ON ITEMS DELIBERATED ON IN CLOSED SESSION

MOTION: Ms. Ficks moved, seconded by Dr. Barbeau, to reconvene into open

session. Motion carried unanimously.

### APPLICATION REVIEW - CLAYBORN TAYLOR, DDS

**MOTION:** Dr. Gill moved; seconded by Ms. Dreves, to contact the Ohio court system

and the Ohio Dental Board seeking ail relevant details regarding the application of Clayborn Taylor, DDS. Motion carried unanimously.

### DELIBERATION OF PROPOSED STIPULATION, FINAL DECISION AND ORDER IN THE MATTER OF THOMAS K. CAIN, DDS – CASE ADVISOR – NAN DREVES

MOTION: Dr. Jahimiak moved, seconded by Ms. Schleis, to adopt the proposed

stipulation, final decision and order in the matter of Thomas K. Cain, DDS. Ms. Dreves abstained from deliberation and voting. Motion

carried.

### POSSIBLE REINSTATEMENT - REBECCA SWENSON, DDS

MOTION: Dr. Gill moved, seconded by Mr. Carroll, to grant Dr. Rebecca Swenson a

full license. Dr. Strand opposed the motion. Motion carried.

### DELIBERATION OF PROPOSED STIPULATION, FINAL DECISION AND ORDER IN THE MATTER OF JAMES T. WARD, DDS – CASE ADVISOR – JUDITH FICKS

MOTION: Ms. Dreves moved, seconded by Dr. Strand, to adopt the proposed

stipulation, final decision and order in the matter of James T. Ward, DDS.

Ms. Ficks abstained from deliberation and voting. Motion carried.

### DELIBERATION OF PROPOSED STIPULATION, FINAL DECISION AND ORDER IN THE MATTER OF THOMAS KISSNER, DDS – CASE ADVISOR – JUDITH FICKS

MOTION: Ms. Dreves moved, seconded by Dr. Jahimiak, to adopt the proposed

stipulation, final decision and order in the matter of Thomas Kissner, DDS. Ms. Ficks abstained from deliberation and voting. Motion carried.

### DELIBERATION OF PROPOSED STIPULATION, FINAL DECISION AND ORDER IN THE MATTER OF FREDERICK BALLERINI, DDS – CASE ADVISOR – JUDITH FICKS

**MOTION:** Dr. Barbeau moved, seconded by Dr. Jahimiak, to adopt the proposed

stipulation, final decision and order in the matter of Frederick Ballerini, DDS. Ms. Ficks abstained from deliberation and voting. Motion carried.

### DELIBERATION OF PROPOSED STIPULATION, FINAL DECISION AND ORDER IN THE MATTER OF ALAN LEVER, DDS – CASE ADVISOR – JUDITH FICKS

**MOTION:** Dr, Clemence moved, seconded by Mr. Carroll, to adopt the proposed

stipulation, final decision and order in the matter of Alan Lever, DDS. Ms. Ficks abstained from deliberation and voting. Motion carried.

### DELIBERATION OF PROPOSED STIPULATION, FINAL DECISION AND ORDER IN THE MATTER OF ALLEN RICHARD WELSH, DDS – CASE ADVISOR – JUDITH FICKS

**MOTION:** Dr. Strand moved, seconded by Mr. Carroll, to deny the proposed

stipulation, final decision and order in the matter of Allen Richard Welsh, DDS. Ms. Ficks abstained from deliberation and voting. Motion carried.

### CONSIDERATION OF ORDER FIXING COSTS IN THE MATTER OF LEE KRAHENBUHL, DDS

MOTIOK: Dr. Gill moved, seconded by Ms. Ficks, to adopt the order fixing costs and

state that if payment is not made by February 18, Dr. Krahenbuhl's license

will be suspended immediately. Motion carried unanimously.

At this time Dr. Strand discussed the Dr. Siefert's report on his December 13 site visit to the office of Dr. Krahenbuhl.

### CONSIDERATION OF ADMINISTRATIVE WARNING IN THE MATTER OF CASE 04 DEN 055

**MOTION:** Dr. Jahimiak moved, seconded by Mr. Carroll, to adopt the administrative

warning in the matter of case 04 DEN 055. Motion carried unanimously.

### CONSIDERATION OF ADMINISTRATIVE WARNING IN THE MATTER OF CASE 01 DEN 049

**MOTION:** Dr. Jahimiak moved, seconded by Ms. Dreves, to adopt the administrative

warning in the matter of 01 DEN 049. Motion carried unanimously.

### CONSIDERATION OF ADMINISTRATIVE WARNING IN THE MATTER OF CASE 01 DEN 049

MOTION: Ms. Dreves moved, seconded by Dr. Jahimiak, to adopt the administrative warning in the matter of 01 DEN 049. Motion carried unanimously.

Immediately preceding DOE Monitoring, the Board made the following motion:

**MOTION:** Dr. Strand moved, seconded by Ms. Dreves, to send a letter to WDA stating

that the Board is no longer accepting Dr. Charles Engel as an impaired professiona! provider. Any practitioner placed on an order will receive a list

of Bo3rd-approved therapists. Motion carried unanimously.

### DOE MONITORING:

### JAMES MARKENSON, DDS - REQUEST FOR THREE MONTH STAY

**MOTION:** Ms. Ficks moved. seconded by Ms. Schleis, to grant a three month stay in the

matter of James Markenson, DDS. Motion carried unanimously,

### WILLIAM BEAUPRE, DDS REQUEST FOR THREE MONTH STAY WITH MODIFICATIONS

MOTION: Dr. Jahimiak moved, seconded by Dr. Barbeau, to grant a three month stay

with a reduction in screens from 60 to 40 per year in the matter of William

Beaupre, DDS. Motion carried unanimously.

### BLAIR MOLDENHAUER, DDS – REQUEST FOR THREE MONTH STAY WITH MODIFICATIONS

MOTION: Ms. Dreves moved, seconded by Ms. Ficks, to grant the three month stay but

deny modifications in the matter of Blair Moldenhauer, DDS. Motion carried

unanimously,

### JOHN REED, DDS - REQUEST FOR THREE MONTH STAY

MOTION: Di. Clemence moved, seconded by Mr. Carroll, to grant a three month stay in

the matter of John Reed, DDS. Motion carried unanimously.

### GREGG SEYLER. DDS - REQUEST FOR THREE MONTH STAY

**MOTION:** Ms. Dreves moved, seconded by Mr. Carroll, to grant a three month stay in

the matter of Gregg Seyler, DDS. Motion carried unanimously.

### BRIAN PAINTER, DDS - POSSIBLE VIOLATION OF BOARD ORDER

**MOTION:** Ms. Dreves moved, seconded by Dr. Strand, to accept the surrender of Dr.

Brian Painter's license provided that he remain obligated to complete the requirements of his September 11, 2002, order in order to restore his license.

Motion carried unanimously.

Dentistry Examining Board January 19,2005

### APPLICATION ISSUES

**MOTION:** Ms. Schleis moved, seconded by Dr. Clemence, to deny the local anesthesia

certification of Linda Goretchke. Motion carried unanimously.

### DOE CASE CLOSINGS

MOTION: Ms. Dreves moved, seconded by Mr. Carroll, to close case 02 DEN 147

for no violation. Motion carried unanimously.

**MOTION:** Ms. Dreves moved: seconded by Dr. Strand, to close case 01 DEN 049 for

insufficient evidence. Motion carried unanimously.

MOTION: **Dr.** Gill moved, seconded by Mr. Carroll, to close case 03 DEN 111 for no

violation. Motion carried unanimously.

### ADJOURNMENT

**MOTION:** Dr. Strand moved, seconded by Dr. Jahimiak, to adjourn the meeting at

3:30 p.m. Motion carried unanimously.

Next Meeting: March 2,2005

### FOREIGN TRAINED EVALUATION PROGRAMS

At the Septemberboard meeting, the Wisconsin Dentistry Examining Board (DEB) authorized the chairman to appoint a committee to examine evaluation programs for foreign trained dentists and determine if any programs qualified for board approval as provided by DE 4.02. Drs. Gill, Clemence, and Barrette were appointed as members of the committee.

Letters were sent on September 24,2004 to twelve evaluation companies. A list of the companies (Attachment A) is included in the packet as well as copies of the letters (Attachment B and C) that were sent. The committee was interested in finding out what type of clinical training the foreign trained dentists received so that we could determine if equivalency exists with American Dental Association (ADA) accredited program standards. Out of the three replies received, two stated they cannot make this type of comparison and are unaware of anyone who can (See Attachment D and E). The third reply was Educational Credential Evaluators (ECE), (See Attachment F) who acknowledged they do not claim to take the place of ADA accreditation. At the same time, ECE stated that their role is "to determine if education completed in a foreign country is the equivalent of education completed at a regionally-accredited institution in the United States." The committee concludes that ECE is unable to determine whether the education received by a foreign trained dentist is the equivalent of an ADA accredited dentistry program

In addition, the report from Dr. Jack Gerrow of the National Dental Examining Board of Canada was made available to the committee members (See Attachment G). This is the report where Canada spent 4 years and 4 million dollars trying to establish equivalency between their standards and foreign trained programs and came to the conclusion that "it was very difficult and prone to error." A follow up telephone conversation was made in which Dr. Gerrow confirmed the unreliability of both credential evaluation and examination of foreign trained dentists. At the present time foreign trained applicants to Canada must undertake an Eligibility Exam, which is a multiple choice test for entrance into Canadian dental schools. Enrollment is offered on a space available basis and the program is for 2 years resulting in a degree or certificate. It should be noted that they do not accept certification programs from the U.S. Once obtaining their degree or certificate they are eligible to take the Canadian National Boards and upon passing that exam are eligible for licensure.

The committee also talked to the Marquette University Schoof of Dentistry about Educational Credential Evaluators, Inc. and ECE's statement that the school uses ECE evaluation reports. Marquette requires any foreign trained dentists to complete a minimum of three years of dental school training in order to obtain a DDS degree and the only circumstance in which the school uses ECE is if they have an opening in their DDS program after the first year, then they use ECE to verify the person is who they claim to be and has in fact completed the training they have indicated in their application. However, under no circumstances do they utilize ECE evaluation reports to establish equivalence with clinical training. (See Attachment H)

In a letter to Cathy Pond dated June 20,2003 (See Attachment **1)**, **ECE** stated that the American Dental Association uses their services. We talked to Donna Wojciechowski at the ADA about their use of **ECE** and were told that **ECE** obtains transcripts, translations, and verifications of foreign trained dentists for the sole purpose of determining whether an applicant should be allowed to take National Boards Part I which tests the didactic portion of their education. However, under no circumstance is any equivalency determination of their clinical training undertaken.

Finally, we had an extensive conversation with Marshall Shragg, the executive director of the Minnesota Board of Dentistry. In that conversation, Mr. Shragg informed us that three years ago the Minnesota legislature advised the Board not to deny a foreign trained dentist a license solely on the basis of being foreign trained. The Minnesota Board decided they would utilize criteria including such factors as grade point, course content, interviews, and an evaluation program to decide whether an applicant is eligible for licensure. For their evaluation program, they first utilis ed World Education Services but were not satisfied with their services so then turned to ECE. However, after employing ECE for a two-year period, the Minnesota board terminated their services because the reports they received were inconsistent and unreliable. They were also told that the credentials would be translated by ECE and they discovered that the applicants for licensure were making the translations. Presently, they are using a company called ICA from Florida. Mr. Shragg also disclosed to us that the Minnesota Board of Dentistry has now come to the conclusion that evaluation programs are unreliable and therefore as of October 14,2004 have begun their rule making process to require a minimum of 2 years of education in an ADA accredited school in order to become licensed.

The members of this committee have determined that presently there is no existing evaluation program for foreign pained dentists that can adequately measure whether their training, specifically the clinical phase of their dental education, is equivalent to ADA approved programs. As such, the committee recommends that the hoard adopt these findings. The committee further recommends a letter be issued to any person that applies for licensure under Ss 447.04 (1)(b) and DE 4.02 indicating that the board is unable to act on his/her application at the present time due to the unavailability of a board approved evaluation program.

The committee recommends that such letter be approved by the committee composed of Drs. Barrette, Gill, and Clemence. Letters shall be sent for pending applications for foreign trained dentists within the next ten business days. If the department has not issued such letters within the next ten business days, the secretary of the board is authorized to issue the letters. Future applications involving foreign trained dentists shall also be sent this letter within ten business days of receiving their completed applications. If the department has not issued such letters within ten business days, the board secretary is authorized to issue the letter. If a suitable evaluation program is approved by the board, pursuant to Ss. 447.04(1)(b) and DE 4.02, applicants may reapply for consideration at that time.

The committee also recommends that this entire report including the attachments he included as part of the Board's minutes.

### NATIONAL ASSOCIATION OF CREDENTIAL EVALUATION SERVICES

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Educational Credential Evaluators, Inc.

James S. Frey, Executive Director AT
P.O. Box 92970

Milwankee, WI 53202-0970

414-289-3400 Fax: 414-289-3411

ATTACHMENT A

Center for Applied Research
Evaluation and Education, Inc.
P.O. Box 20348

Long Beach, CA 90801 Phone: 213-430-1105

Education Evaluators International, Inc. P.O. Box 5397 Los Alamitos, CA 90721 Phone: 310-431-2187 Fax: 310-493-5021

Education International, Inc. 29 Denton Road Wellesley, MA 02181

Phone: 617-235-7425 Fax: 617-235-6831

Educational Records

Evaluation Service, Inc.

980 Ninth Street, 16<sup>th</sup> Floor
Sacramento, CA 95814

Phone: 916-449-9570

Far: 916-448-3737

Evaluation Service, Inc. P.O. Box 1455 Albany, NY 12201 Phone: 518-672-4522 Fax: 518-672-4877

Josef Silny & Associates, Inc. International Education Consultants P O. Box 248233

Coral Beach, FL 33124 Phone: 305-666-0233 Fax: 305-666-4133 Poreign Academic Credentials Service, Inc. P.O. Box 367 Glen Carbon, IL 62034 Phone: 618-288-5892

Foundation for International
Services, Inc.
3123 Eastlake Avenue East
Seattle, WA 98102
Phone: 206-328-0260
Fax: 206-726-0528

International Consultants of Delaware, Inc. 209 Barksdale Professional Center Newark, DE 19711 Phone: 302-737-8715 Fax: 302-737-8756

International Education Research Foundation, Inc. P.O. Box 66940 Los Angeles, CA. 90066 Phone: 310-390-6276 Fax: 310-397-7686

World Education Services, Inc. P.O. Box 745, Old Chelsea Station. New York, NY 10113-0745 Phone: 212-966-6311 Fax: 212-966-6395

\*Evaluations must be course by course

\*\*\* Preferred Agency

1710 CLEVELAND AVENUE MARINETTE, WISCONSIN 54143 (715) 732-1332 FAX (715) 732-1060 PHINE DESTI

September 24, 2004

ATTACHMENT B

Laura C. Martinez
Educational Credential Evaluators, Inc.
P.O. Box 514070
Milwaukee, WI 53203

Dear Ms. Martinez:

Your letter dated April 5, 2004 to Dr. Barbara Showers of the Wisconsin Department of Regulations and Licensing was recently forward to me in my capacity as Chairman of the Wisconsin Dentistry Examining Board. The Board is in the process of gathering information regarding dental evaluation programs and there has been a number of questions that have arose upon receipt of your letter.

In both your General and Course-by-Course evaluation reports, how is equivalency between foreign clinical courses and ADA accredited clinical courses determined? Are there any on-site visits of foreign facilities undertaken by dentists employed by your company? How many dentists does your company employ and if so, would it be possible to see their C.V.s? Are the clinical requirements required during the educational experience of a foreign trained dentist determined to be equivalent to the requirements of ADA accredited schools and if so, how? Are the techniques and materials taught during the foreign trained education scrutinized and determined to be equivalent to the techniques and materials used in ADA accredited schools and if so, how? Is the equipment used in the educational experience of the foreign trained dentist determined to be equivalent to the equipment used in the ADA accredited clinical courses? Is there any independent evaluation and interviews of the faculty?

Your timely response to this letter would be greatly appreciated and we thank you for your cooperation and consideration.

Sincerely,

Bruce J. Barrette D.D.S.

Chairman, Wisconsin Dentistry Examining Board

### BRUCE J. BARRETTE, D.D.S., S.C.

1710 CLEVELAND AVENUE MARINETTE, WISCONSIN 54143 (715) 732-1332 FAX (715) 732-1060 (Provid Figure)

The second second second

September 24, 2004

ATTACHMENT

Education International, Inc. 29 Denton Road Wellesley, MA 02181

To Whom It May Concern:

The Wisconsin Dentistry Examining Board is in the process of gathering information regarding dental evaluation programs and there are a number of questions that we have regarding your evaluation program.

How is equivalency between foreign clinical courses and ADA accredited clinical courses determined? Are there any on-site visits of foreign facilities undertaken by dentists employed by your company? How many dentists does your company employ and if so, would it be possible to see about C. Your size me chinical requirements required during the educational experience of a foreign trained dentist determined to be equivalent to the requirements of ADA accredited schools and if so, how? Are the techniques and materials taught during the foreign trained education scrutinized and determined to be equivalent to the techniques and materials used in ADA accredited schools and if so, how? Is the equipment used in the educational experience of the foreign trained dentist determined to be equivalent to the equipment used in the ADA accredited clinical courses? Is there any independent evaluation and interviews of the faculty?

Your timely response to this letter would be greatly appreciated and we thank you for your cooperation and consideration.

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Sincerely,

Bruce J. Barrette D.D.S.

. . . . . . .

Chairman, Wisconsin Dentistry Examining Board

and the state of t

### WORLD EDUCATION SERVICES. INC



### ATTACHMENT D

P.O. BOX 5087 BOWLING GREEN STATION NEW YORK, NY 10274-5087

TEL: 212.466.6311 FAX: 212.739.6100 E-MAIL: INFO@WES.ORG WWW.WELURG

October 5,2004

Bruce J. Barrette DDS Chairman, Wisconsin Dentistry Examining Board 1710 Cleveland Avenue Marinette, WI 54143

Dear Dr. Barrette:

This is in response to your letter of September 24th.

Unfortunately, World Education Services does *not* offer the type of service you outline in your letter. We are also unaware of any other evaluation service in the United States which does offer these services.

I regret we cannot be of further assistance to you.

Sincerely,

**≱**ohn Lembo

Manager, Academic Services

u leashi

a division of the Commission on Graduates of Foreign Nursing Schools

### ATTACHMENT E

Mr. Bruce J. Barrette, D.D.S., S.C. Wisconsin Dentistry Examining Board 1710 Cleveland Avenue Marinette, WI 54143

October 6, 2004

Dear Dr. Barrette,

Thank you for contacting International Consultants of Delaware (ICD) regarding dental educational evaluations for the Wisconsin Dentistry Examining Board's overseas educated applicants.

The primary function of credentialing agencies such as ICD is to provide an evaluation of the academic credentials of individuals educated overseas and not an evaluation of the educational program under which they received their education. In other words, credentialing agencies in the United States report on the comparability of the level of an applicant's education (is their bachelor's degree equivalent to a US graduate's bachelor's degree, etc) and not the quality of the program provided by the institution they attended.

Therefore, ICD's evaluations, like those of all credentials evaluation services with which we are familiar, are geared toward the accurate academic placement of foreign-trained applicants, and our evaluations met the need of state licensing hoards for information about the academic, and not the clinical portions of the training of overseas educated health-care professionals as your Board appears to be seeking.

Additionally, if we have understand the questions you submitted correctly, your Board is actually attempting to determine is the comparability of the applicant's institution to an accredited institution in the United States. If that is the case, this is a service we could not provide.

While we employ professional consultants for other specialized evaluations, this is a level of service which has not been requested of us for the dental profession, but we would certainly entertain the possibility. In addition, I know of no credentials evaluation service which performs on-site visits of any overseas institutions, educational or professional.

In conclusion, I regret that we are not in a position to respond positively. However, if I am mistaken and ICD can be of assistance to the Wisconsin Dentistry Examining Board, or you would like to receive more information about our agency and the types of evaluations we provide, please do not hesitate to contact me.

Sincerely,

William S. Vosseler, Manager

International Consultants of Delaware, Inc.

### ECE

EDUCATIONAL CREDENT:AL EVALUATORS

ATTACHMENT F

October 8,2004

Bruce J. Barrette, D.D.S. Chairman Wisconsin Dentistry Examining Board 1710 Cleveland Avenue Marinette WI 54143

DI GOE DELL'EGGE DIDIO.

Dear Dr. Barrette:

Thank you for your letter regarding Educational Credential Evaluators, Inc. (ECE) credential evaluation services. ECE organizes its evaluation staff by two categories of specialization. The specializations are by country and by area of study. Each evaluator is trained in and capable of evaluating educational credentials from any country, but is assigned a portfolio of specific countries. That level of specialization allows each evaluator to develop a depth of knowledge about certain countries. The evaluator then acts as a resource to other ECE evaluators who encounter the country of specialization.

Similarly, each evaluator is trained in and capable of evaluating any field of study. Each evaluator also specializes in one or more areas of study or professions. That area specialist conducts additional research on the area of specialization and acts as a resource to other ECE evaluators. Area specialists consult with professionals in the field of study when they have questions about the area of study.

Our in-house dentistry specialist is Shelley Feagles. She is a senior evaluator with 18 years of experience. Shelley has authored and edited several publications on foreign credential evaluation and is active in international education professional associations.

To answer your question about our determination of program equivalency as it relates to ADA clinical accreditation. ECE does not claim to take the place of ADA accreditation. ECE's role is to determine if education completed in a foreign country is the equivalent of education completed at a regionally-accredited institution in the United States. We do this by determining if the institution in question meets the requirements in its home country that are equivalent of regional accreditation in the United States. In most countries, this would be recognition by the national government as a degree-granting institution.

### ECE

EDUCATIONAL CREDENTIAL EVALUATORS

### ATTACHMENT F

After determining the recognition of the institution, we determine if the program of study is comparable to a similar program of study in the United States. This includes determining the admission requirement, level, length, content and intention of the program

We do not routinely conduct site visits. Our equivalencies are based on research using a variety of sources, including printed information and professional contacts around the world.

We also maintain a network of professional colleagues throughout the United States who have expertise in the educational systems of other countries, such as authors of professional publications, and a network of professional colleagues in other countries who are involved with international education.

Each year foreign educators visit our office and meet with our evaluators to answer questions about the educational system, institutions, and programs in their countries and to learn about the U.S. educational system and our methodology for evaluating foreign educational credentials. Our visitors have included educators from Australia, Bangladesh, Canada, Finland, India, New Zealand, Nigeria, Norway, Portugal, Sweden, and Turkey. We also send staff members to the annual meetings of EAIE, which involve educators from more than forty countries.

Our evaluators also conduct research on foreign education systems, including health fields such as dentistry, medicine and nursing, and present their research for the benefit of others in the credential evaluation field through our own publication series, ECE Presents..., and a companion series, ECE Insights.

Please let me know if you would like additional information. I hope this is helpful. I'm looking forward to hearing from you!

Sincerely,

Marketing Specialist

### EXAMINATION OF INTERNATIONAL CREDENTIAL ASSESSMENT MITATIONS AND PROBLEMS DENTISTS:

Jack D. Gerrow, DDS, MS, MEd Executive Director and Registrar

tional Dental Examining Board of Canada

### DVOLVION

- Background
- Credential Assessment
- Examination of International Dental Graduates
- Conclusions

# NDEB of Canada (1952 Act of Parliament

- establishing qualifying conditions for a general dental practitioners; national standard of competence for
- establishing and maintaining an standard; examination facility to test for that nation
- issuing certificates to dentists who mee he standard.

## NDEB of Canada

- 12 Board Members
- 1 appointed by each of 10 Provincial Boards
- 2 appointed by Commission on Dental Accreditation
- Official Liaison with
- CDA
- ACFD (Faculties)
- ADA
- ADEA
- Provincial Dental Associations
- Students

# Internal Review Process

- eview of documentation mpossible to differentiate based on
- Most transcripts look OK
- Possibility of fraudulent documents



# Internal Review Process

- No basis for a decision
- Therefore accept everyone



## External Report

- Requested sample reports
- Received 4 examples reports



### СВЕРЕИТІАГ ЕУАГЛАТІОИ ВЕРОЯТ

Ref #: 351687/hkt Date: December 15, 2000

Page: 1 of 2



Social Security #: Date of Birth: Name:

### CREDENTIAL ANALYSIS

linevoserdo menbers o IntestiA State Examination Commission Diploma of Specialist Russia

Deugaph Five years (Secondary Education Certificate)

Five years of professional study

The Diploma of Specialist is the first professional degree in

dentistry in Russia.

Conflicate Russia

Diploma of Specialist Moscow Medical-Stomatological Institute 6661

Orthodontics STRBY OWT

Two years of graduate dental education

Admission requirements: Awarded by: Year: Credential: Conunt:

:A99 Mejor/Specialization: Length of program:

U.S. Equivalency:

:aducmoFl

Conupl:

Major/Specialization: Cangth of program: Admission requirements: Awarded by: Y08f: Credential:

U.S. Equivalency:

И.S. ЕОЛИАЬЕМСУ SUMMARY

accredited institution graduate dental education in orthodontics at a regionally Five years of professional atudy in dentistry and two years of

## CREDENTIAL EVALUATION REPORT

Date of Birth:

Social Security #:

Date : December 15, 2000 Ref #: 351687/htt Page: 1 of 2

CREDENTIAL ANALYSIS

Country:

Russia

Awarded by:

State Examination Commission

Length of program:

Five years

Dentistry

J.S. Equivalency: filajor/Specialization: Five years of professional study

Romants:

Awarded by:

Major/Specialization: Langth of program:

U.S. Equivalency:

Cradential: Admission requirements:

> The Diploma of Specialist is the first professional degree in \_ength of program:

Major/Specialization:

Orthodontics

Two years

U.S. Equivalency: Two years of graduate dental education

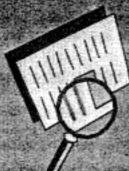
Two years of graduate dental education

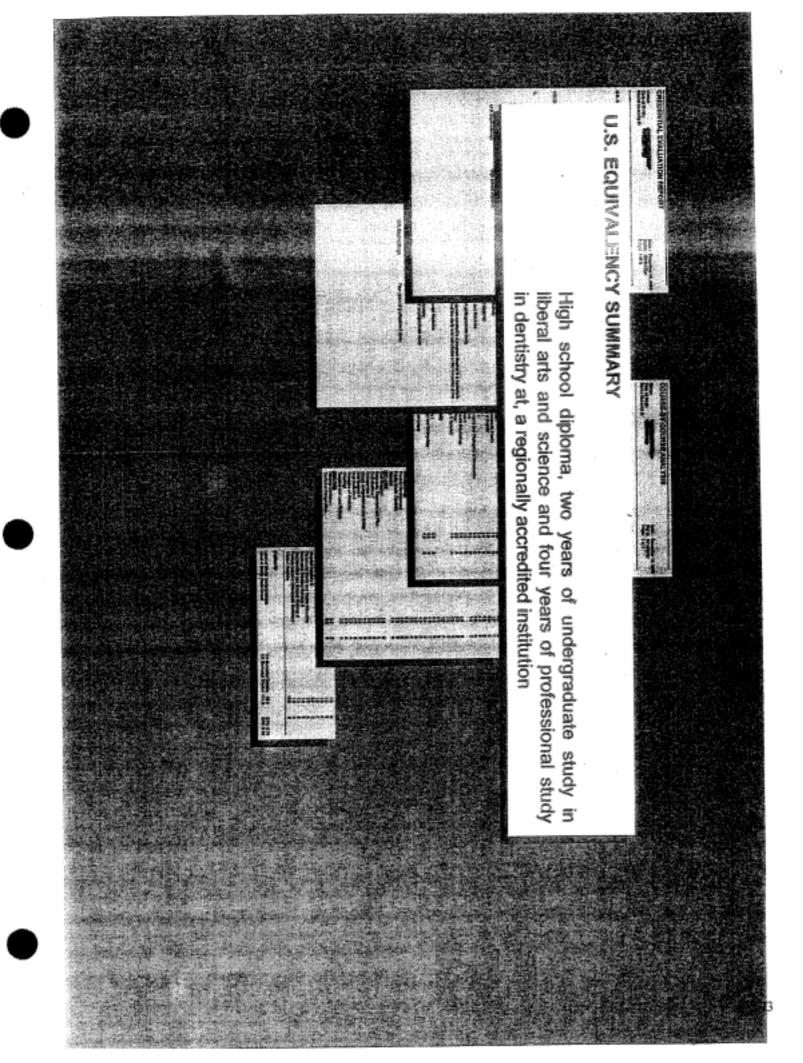
## U.S. EQUIVALENCY SUMMARY

graduate dental education in orthodontics at a regionally Five years of professional study in dentistry and two years of accredited institution

# ment by Document Assessment

- dental curriculum General background of education system each country general description of a
- equivalent to 4 or 5 years of Conclusion: International DDS/DMD orofessional studies





# Course by course Assessment

- each country and general description of a General background of education system in dental curriculum
- Course by course listing of apparent credits าd grades
- equivalent to 4 or 5 years of Conclusion: International DDS/DMD professional studies



# **Customized Assessment**

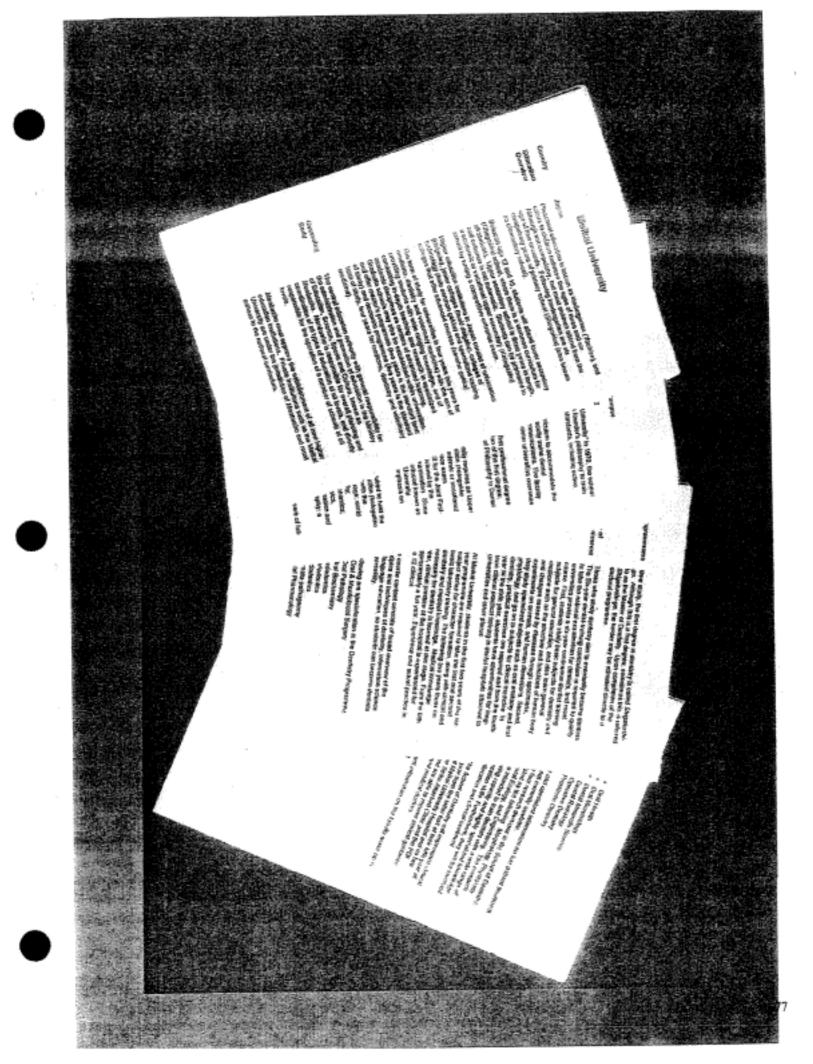
- Paid for by Board, not candidate
- Requested
- Specific information on minimum admissio requirements
- Number of full-time faculty with dental degree
- Number of hours treating patients າ university clinic



## **Justomized Assessment**

# ected 4 Dental Programs

- lalmo University (Sweden)
- Meikai University (Japan)
- eijing Medical University (China)
- Colegio Odontologica Colombiano Columbia)



## Colegio Odontólogico Colombiano

Colombia

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Meikai University

Country

Japan

Beijing Medical University

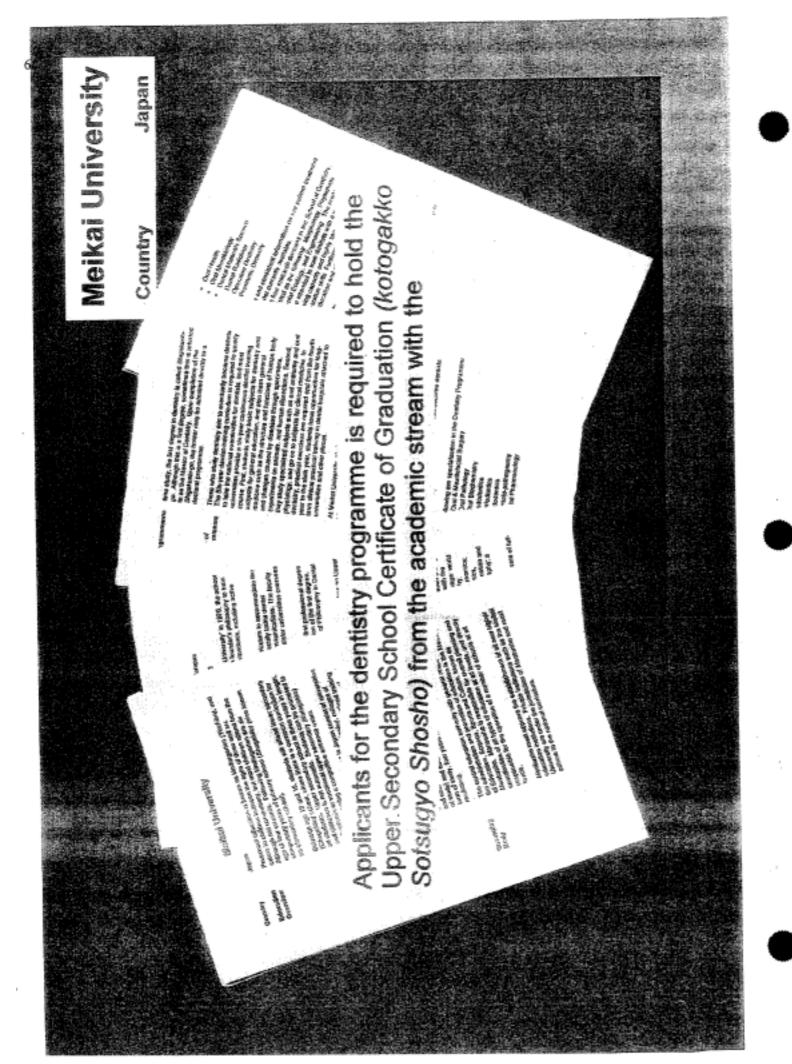
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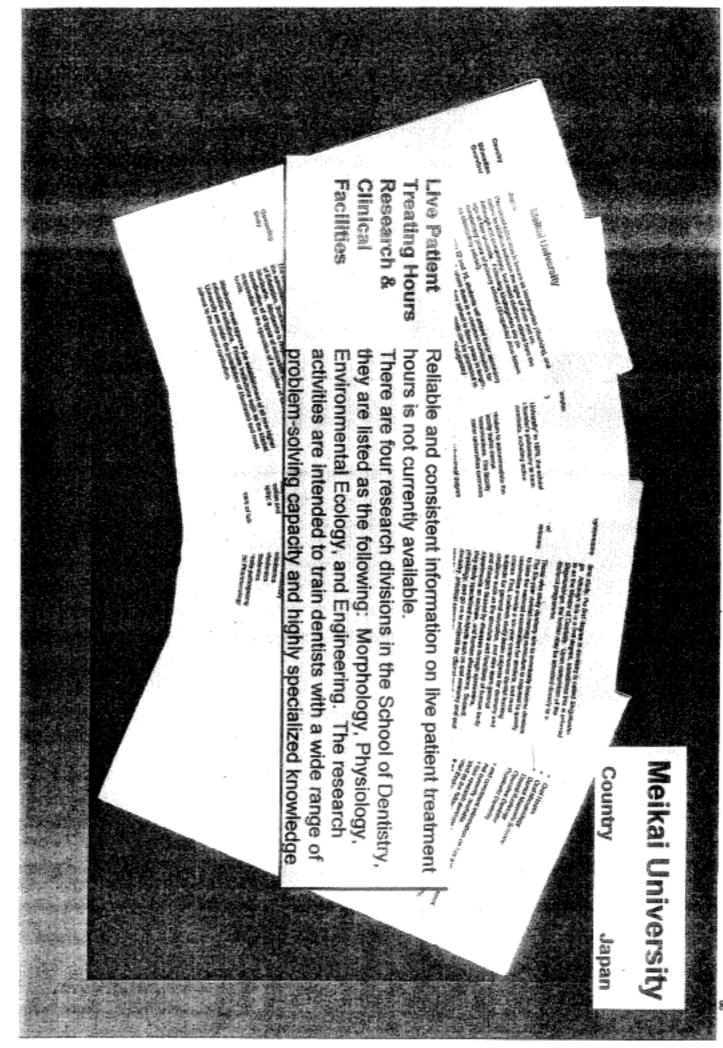
Sweden

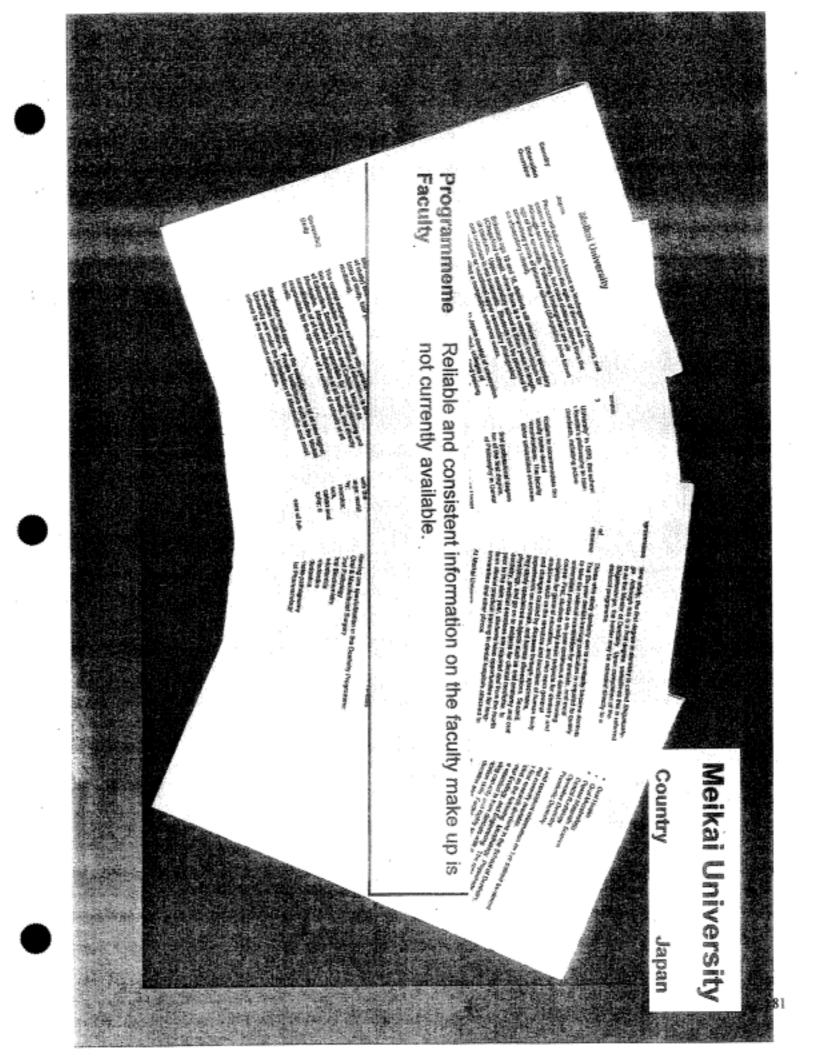
Walmo University

Country

China







## Credential Assessment

## **Customized Assessment**

- Reports received were detailed but the detail could have been obtained from the nternet or university calendar
- on a number of full-time faculty and number of hours treating patients in a Not able to provide requested information niversity clinic

Jack Gerron

From: Sent: To: Subject:

WES

Tim Owen [towen@wes.org] Thursday, May 09, 2002 3:29 PM Jack Gerrow

Disparance Of

bones.ve/ (388

Mark Biller

To response to your request, we could prepare a report on Sental Jehouls, with the foliowing informations

Adminsion regularements for the Sentistry program

the profiles, as developed, were not completed as to your specifications.

which would be consistent for all cases. enuld processed relatively essily. length of time to compile the information, which would be calanced by some cases which APER BEST WOLLSWEEKER DILL We would propare a report template for your feature

Let be know if you need any Eusther information. I hope we can be of assistance to you and your obligation. Thanks for asking.

mr.

## Credential Assessment

- ignificant step backwards
- No relationship to equivalency relative to standards but simply based on a compariso of years of study

### national Dental Programs ination of Graduates of

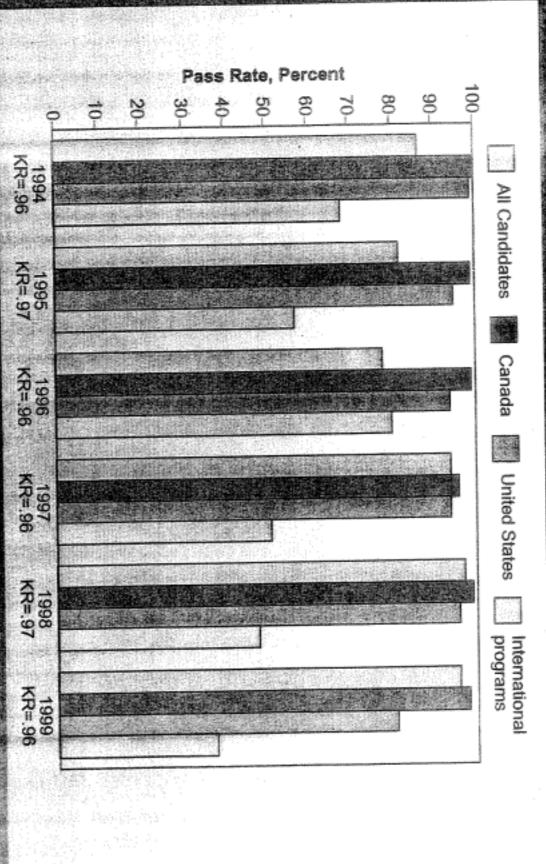
#### - E

- Prior to December 31, 1999
- Written Examination
- Clinical I Examination
- Clinical II Examination
- Clinical III Examination

### **Written Examination**

- 1 Day
- 300 multiple choice items
- Less rigid blueprint based on content and competencies than US National Board
- Judgment and application level
- educators Questions construction and reviewed by
- Questions selected and validated by genera dentists

## Results of Written Exam



### iational Dental Programs nation of Graduates of

# -1999 Written Examination

- First time Pass Rate
- Repeat Pass Rate
- Never Pass

- 65%
- 14%
- 21%

### nation of Graduates of ational Dental Programs

### NDEB Clinical I

- 1 Day
- Case based
- Mainly multiple choice
- Some short answer

### ational Dental Programs nation of Graduates of

# 6-1999 Clinical | Examination

First time Pass Rate

61%

Repeat Pass Rate

21%

Never Pass

18%

### tional Dental Programs ation of Graduates of

### NDEB Clinical II

8 simulated restorative procedures on a Typodont

## nination of Graduates of mational Dental Programs

# 1996 -1999 Clinical II Examination

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## Examination of Graduates of International Dental Programs

### NDEB Clinical III

3 or 4 restorative procedures on a patient

## nation of Graduates of national Dental Programs

# 996 -1999 Clinical III Examination

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Never Pass

### International Dental Programs amination of Graduates of

#### **Problems**

- Sampling
- Could have huge voids
- Candidates gain examination experience
- Candidates not provided with "dental
- culture"
- Eventually "fail" in practice
- Appeals and Lawsuits

## nination of Graduates of national Dental Programs

## 1996 -1999 Examinations

nulative Pass Rate 1514 893 = 59%

### International Dental Programs xamination of Graduates of

- admissions examination Transparent admission process with
- Accredited by Commission on Denta Accreditation of Canada
- Must certify that Qualifying Program graduates meet same competency requirements as DDS/ DMD graduates

### national Dental Programs lination of Graduates of

- Minimum 2 years in length
- \$35,000 versus \$15,000 tuition
- 7 years of successful history

### national Dental Programs ination of Graduates of

- Seen by governments to provide "access
- 2 governments have provincial legislation which provides for some type of credentials assessment/ examination

### national Dental Programs ination of Graduates of

- Commission on Dental Accreditation of anada has been requested to
- Investigate the possibility of establishing other reciprocal agreement
- Investigate the possibility of accredit international programs

Evaluating Credentials is **very difficult** and prone to error

- valuating Credentials is very difficult and
- Examining graduates of International Dental Programs is **very difficult** and **prone to erro** prone to error

- prone to error valuating Credentials is very difficult and
- Examining graduates of International Denta Programs is very difficult and prone to eri
- Reciprocal Agreements may benefit bot countries and provide access

- Evaluating Credentials is very difficult and prone to error
- Examining graduates of International Dental Programs is very difficult and prone to er
- Reciprocal Agreements may benefit both countries and provide access
- considering Accredited programs for graduates of iternational Dental Programs are wort

#### ATTACHMENT H

September 9 2004

Dr.

Dear Dr.

We have received your inquiry about admitting students who have studied at international dental schools to the Marquette University School of Dentistry with advanced standing.

Because of the difficulty in evaluating records from international schools and because of the differences in technical teaching, we require a minimum of three years attendance at Marquette's School of Dentistry for students with international dental degrees to qualify for a Marquette D.D.S. degree. The first year is devoted to technical and theory courses followed by two years of clinical and theory study. Also, applicants must have passed Part I of the National Boards within five (5) years previous to enrollment.

Students will need to submit the results of the TOEFL exam in order to determine proficiency in English. Information regarding this exam may be obtained by writing to: TOEFL, Educational Testing Service, Princeton, New Jersey, 08540, U.S.A. An evaluation of your credentials by one of the agencies on the enclosed list will also be necessary as well as a personal interview with selected members of the Admissions Committee.

Enclosed is an application for you to fill out and return to us by February 1st, 2005 with a \$45 application for

If you have any further questions, please do not hesitate to contact our office at 414-288-3532 or 800-445-5385.

Sincerely.

Brian T. Trecek Director of Admissions

BTT/II

Enclosures

Jan-16-04 02:36P





Cathy Pond
Wisconsin Department of Regulation and Licensing
P.O. Box 8935
Madison WI 53708

#### Dear Ms. Pond:

This letter will follow up our telephone conversation of 19 June. As you requested, I have enclosed materials that describe Educational Credential Evaluators, Inc. (ECE) and the services we offer.

ECE is a non-profit tax-exempt public service organization, incorporated in Wisconsin in November 1980. We serve persons who have completed part or all of their education outside of the United States and who have been referred to us by an educational institution, governmental agency, professional association, or employer in the United States that needs to make a decision based upon educational qualifications but does not have in house expertise concerning the educational systems and institutions in other countries. In 2002 we served 18,960 applicants.

We have prepared evaluation reports for persons referred to us by the American Dental Association (ADA) since 1998. We prepared 2,805 reports for the ADA in 2002, and 949 thus far in 2003. Our contact person at the ADA is Judy Friend (telephone: 312-440-2500, email: friend@ada.org).

We also prepare evaluation reports for persons referred to us by the Marquette University School of Dentistry. 76 reports in 2002, and 9 reports thus far in 2003. We have no special contact person there. We send our reports to the Admissions Office of the School of Dentistry.

We are now working with the Wisconsin Improvement (Intern) Program of the Department of Public Instruction (DPI), preparing evaluation reports for foreign-educated teachers. Our contact person at the DPI is Mark Schwingle (telephone: 608-266-1633, cmail: mark-schwingle@dpi.state.wi.us).

If you need any additional information concerning ECF, and the services we offer, please do not hesitate to contact me (telephone: 414-270-3680, email: jimfrey@ece.org) or Margit Schatzman, our vice president (telephone: 414-270-3652, email: margit@ece.org) or Laura Martinez, our director of marketing (telephone: 414-270-6333, email: imartinez@ece.org).

Sincerely yours,

James S. Frey, Ed.D

President

JSF/wdb

Enclosures: As noted.

ECE + P.O. But \$14070 + Milwauker WI 13225-3470 + USA Phone 414-319 2400 + Rev 414-249 341 + Reveal: walfacturer + historywww.ecc.etc

TOTAL P.U.